



ENGAGE TOGETHER[®] UNIVERSITY & EDUCATORS TOOLKIT

Mobilizing Educators to
End Human Trafficking
& the Exploitation of the Vulnerable



FREEDOM SERIES

Engage Together® University & Educators Toolkit

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In this Toolkit, you will find resources for further learning and sharing, ideas for how others are successfully combating human trafficking, and tools for creating your university & educators Action Plan.

Introduction

This Toolkit is designed to mobilize and equip students, schools, and universities to combat human trafficking and protect the vulnerable. Whether you are a student, a teacher, an administrator, a professor, or a university representative, this Toolkit is designed to be a powerful resource to you in your efforts to combat human trafficking on your campus and in your community.

Human trafficking is modern slavery – for purposes of sexual exploitation, forced labor or services, or organ trafficking. It is an evil that profits billions of dollars and enslaves millions of souls. It did not appear overnight. Human trafficking is the result of leaving many things undone and many issues unresolved for the vulnerable throughout our world and in our own communities.

We are not powerless to stop this – in the life of a single individual, in our communities, and in every nation.

What will it take to eradicate human trafficking in our communities, and prevent it from happening on our campuses? What can be done to protect the vulnerable? Who must participate? Where do you start in your community? Universities and educators are uniquely positioned to engage on behalf of those in need. This Toolkit will show you how.

This Engage Together® University and Educators Toolkit will help you explore many ways students, administrators, and entire campuses can engage to make a difference. This Toolkit is for the education sector with input from professionals serving in the field. It is filled with ideas on how to enhance what you are already doing with your staff, on your campus, and in your classroom. It also explores ways to come alongside those already serving your community and how to create something new to fill gaps. The possibilities are endless.



Use this Toolkit to discover how the strengths of your campus and the unique skills of your students and parents, programs, and administrators are exactly what is needed to end human trafficking. You will also discover many ways your school can partner with your community to create lasting impact.

Why Universities & Educators?

Universities, educators, and students are uniquely equipped to engage the fight against human trafficking. This Toolkit will provide universities and educators with innovative ways you can engage – with colleagues, with students, and with your community.

University staff and educators interact with students regularly, notice when students are not present, and are alert to behavioral and environment changes that can make students vulnerable to human trafficking.

Universities and schools are hubs in communities. It is important for schools and staff not to become isolated in their efforts, but to know how you are connected to other sectors of society.

Each of these sectors in your community have relevant and critically important skills, expertise, and resources to offer staff and administrators, including: providing professional or personal mentors, providing resources to those in the foster care system, or offering internships towards career paths.

Universities, K-12 educators, and students, are in a unique position to identify, respond, and advocate for victims of human trafficking and exploitation.

- ▶ Universities and educators must be trained on indicators and warning signs to identify recruitment tactics students and identify potential and actual victims.
- ▶ Following training, protocols must be established to ensure an immediate response.

- ▶ It is not enough to have those interacting with students be trained, we must also educate our students about the issue through classroom curriculums, campus wide events, and after-school programs.

This Engage Together® University & Educators Toolkit offers action items for the following audiences:

UNIVERSITIES



Universities are a strong place to conduct research. They also serve as a hub for connectivity and project creation. Universities have many of the relationships and resources needed to facilitate research and to observe community impact.

Among many others, universities have two unique assets to combat human trafficking. First, universities have the scale to map current efforts, relationships, and partnerships into a resource guide to share with others. Second universities can provide the statistical analysis and longitudinal survey guidance that community service providers are often seeking.

The term universities used throughout this Toolkit is intended to include those working in higher education, inclusive of community colleges, universities, vocational programs, and others. The term universities includes: administrators, professors, centers and their leadership, staff that is working directly with student wellness, coaches, sponsors/advisors, campus safety, and parents.

Why Universities & Educators?

EDUCATORS (K-12)



It is important for educators to be familiar with their community's efforts to serve the populations within their schools. Knowing what is available as well as who is working on behalf of the students can help educators know who to reach out to for resources. Researching what programs, curriculums, and efforts others are utilizing locally and nationally will help an educator know what is possible and how they may incorporate that program in their classroom or campus.

The term educators used throughout this Toolkit is intended to include: teachers, educators, school counselors and social workers, administrators, PTAs, PTOs, student club advisors, coaches, club sponsors, school nurses, school psychologists, bus drivers, security officers, students, and parents.

STUDENTS

Students are often an untapped resource. They are inspired, motivated, and passionate about collaborating with other departments, students, and the community. They are involved in campus clubs and chapters, connected to specific departments, honor societies or senior projects.

Students may be in position to take on the task of completing a Community Assessment of local efforts to combat human trafficking and protect the vulnerable. See p14 CONTEXT.



Learn more at
[engagetogether.com/
communityassessment](https://engagetogether.com/communityassessment)



The term university student used throughout this Toolkit is intended to include: student government, clubs (honor societies, sororities/fraternities, campus ministries), and the general student body, both traditional and nontraditional.



The term K-12 students used throughout this Toolkit is intended to include: public, private and homeschool students, student leaders, sports teams, and clubs.

ALL AUDIENCES



The term all audiences used throughout this Toolkit includes universities, educators, university students, and K-12 students.

What is Human Trafficking?

➤➤ Q: WHAT IS HUMAN TRAFFICKING?

A: Human trafficking is modern slavery – for purposes of sexual exploitation, forced labor or services, or organ trafficking. At present, there are an estimated 40.3 million slaves in the world¹– more than at any point in our world’s history². Human trafficking is an evil and global business that generates an estimated annual profit of \$150 billion³ through the sale and exploitation of souls.


➤➤ Q: WHERE DOES HUMAN TRAFFICKING OCCUR?

A: All around the world and throughout the United States. No nation and no community is immune. To gain a better understanding of where and how human trafficking takes place, take a look at these two resources, updated annually: U.S. Department of State’s Trafficking in Persons Report⁴ and The Global Slavery Index⁵.

➤➤ Q: WHO ARE THE VICTIMS?

A: Human trafficking affects every demographic⁶ – women, men, children, foreign nationals and citizens. While there is no one face of a human trafficking victim, certain populations are more vulnerable, including: runaway and homeless youth⁷; children and youth in foster care⁸; individuals fleeing violence, poverty, or natural disasters⁹; individuals with disabilities¹⁰, and those who have suffered other types of abuse or exploitation¹¹ in their lifetimes.

According to the Department of Education¹¹, schools and campuses are common places for traffickers to recruit and exploit victims. Therefore, any student could become a victim. In addition to learning what vulnerabilities make a student more likely to face exploitation, it is important to understand how to prevent and identify human trafficking of your student body.



Though there is no one face of a human trafficking victim, certain populations are more vulnerable.

➤➤ Q: WHO ARE THE PERPETRATORS?

Traffickers are those who exploit others for profit. Using force, fraud, or coercion (or through commercial exploitation of a minor by any means), traffickers control both the victim and the profits generated from the commoditization of that individual for labor, sex, or organ trafficking. Traffickers recruit victims from within school walls, as well as from bus stops and through social media¹².

What is Human Trafficking?

Buyers are those who purchase an individual for labor, sex, or organs. Buyers purchase and exploit individuals online and onsite in a variety of places – in homes, hotels, businesses, and more. Trafficking is driven by demand, because through the sale of souls for all manner of exploitation, traffickers profit. Buyers create the demand for this evil trade.

➤➤ Q: WHY IS THIS HAPPENING?

A: Human trafficking did not appear overnight. It is a result of leaving many things undone and many issues unresolved for the vulnerable in our world and in our own communities. For victims, human trafficking is often a result of compounding vulnerabilities, and it is often hidden from plain sight. Traffickers are driven by profit, and buyers drive demand.

➤➤ Q: CAN IT BE STOPPED?

A: Yes. We believe this evil can be stopped – in the life of an individual, within our community, across our nation, and throughout the world. When we engage together, miracles happen. Continue reading to learn more.

1 <http://www.ilo.org/global/topics/forced-labour/lang--en/index.htm>

2 <http://www.bbc.com/news/magazine-19831913>

3 http://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_243201/lang--en/index.htm

4 <https://www.state.gov/j/tip/rls/tiprpt/>

5 <https://www.globalslaveryindex.org/>

6 <https://www.state.gov/documents/organization/258876.pdf>

7 <https://www.1800runaway.org/wp-content/uploads/2015/05/Homeless-Youth-and-Human-Trafficking.pdf>

8 <https://www.nfyi.org/issues/sex-trafficking/>

9 <https://www.theguardian.com/global-development/2017/aug/10/migrant-crisis-triggers-heightened-risk-of-slavery-in-eu-supply-chains-say-analysts>

10 <http://dodd.ohio.gov/HealthandSafety/Documents/Human%20Trafficking%20Fact%20Sheet%2010%2017%2014.pdf>

11 <https://humantraffickinghotline.org/what-human-trafficking/human-trafficking/victims>

12 <https://safesupportivelearning.ed.gov/human-trafficking-americas-schools/recruitment>



To learn more visit
engagetogether.com/learn

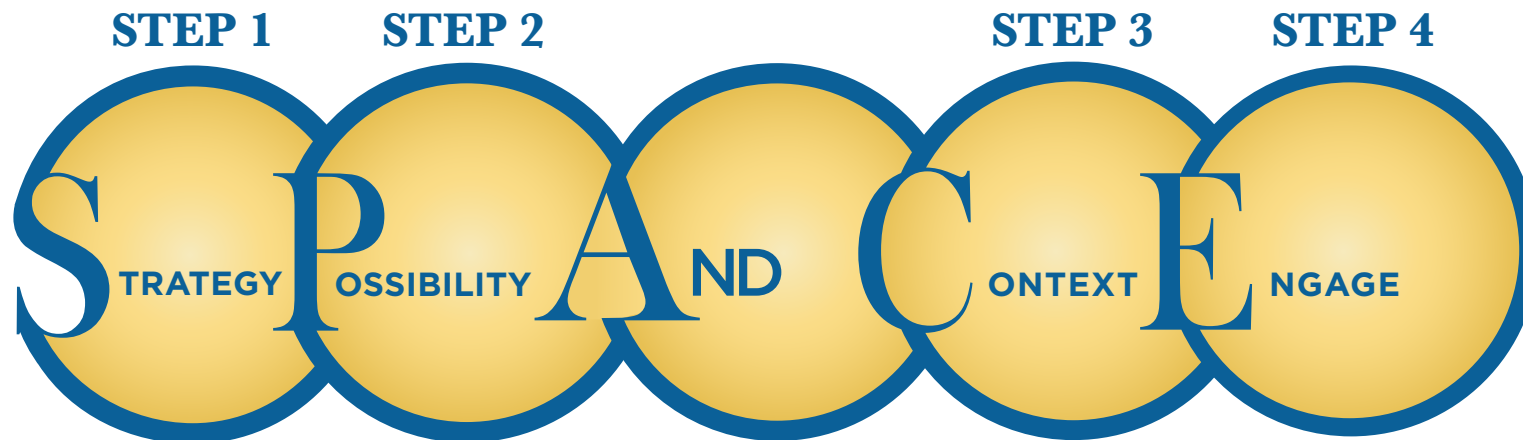
The SPACE Between

GETTING STARTED

It is important to understand that human trafficking manifests differently in every state, city, and community throughout the world. Regardless of whether your school is large, small, private or public, you will need to develop a plan for engagement that is specific to your school's strengths and to your community's needs, whether urban or rural.

When individuals or communities first learn of the reality of human trafficking, the next step for many is to immediately dive in and engage. But to truly be successful in your efforts to end human trafficking in your community, you need to **walk through several steps BEFORE engaging** to create a strategic Action Plan that will be effective.

This process is called *the SPACE between* – the question we ask (i.e. how do we stop human trafficking) and the plan we create to engage (i.e. how to end it). Journey through each of the following steps to discover how to end human trafficking and how to prevent it from happening in the first place.



The SPACE Between

➤➤ STEP 1: STRATEGY

First, understand the STRATEGY for what all must be done and who all must be engaged. The AFRJ® Freedom Strategy defines all the areas of focus that must be addressed simultaneously within your community to eradicate human trafficking and to protect the vulnerable. Learn more on p11.

➤➤ STEP 2: POSSIBILITY

Once you understand the STRATEGY, explore the POSSIBILITIES. Review each section of this Toolkit to discover what efforts are already working well across the nation. Exploring the possibilities will illuminate many of the ways your campus, students, and staff are uniquely positioned to engage this issue. Learn more on p13.

➤➤ AND

Every step in this process is essential. Understand the STRATEGY, the POSSIBILITIES, AND the CONTEXT before you engage.



Following the SPACE Between steps will help you develop an Action Plan that is specific to your community. Your Action Plan can grow and has flexibility to change with your community's needs.

➤➤ STEP 3: CONTEXT

Understanding the STRATEGY and POSSIBILITIES are first steps, but before you engage, you must comprehend the local CONTEXT of human trafficking in order to meet the needs of your

➤➤ community. Therefore, it is important to take time to understand what human trafficking looks like in your area and what is already being done (or not being done) to address it. Learn more on p14.

STEP 4: ENGAGE

Once you understand the STRATEGY to end human trafficking, have explored the POSSIBILITIES, and your local CONTEXT, you are ready to ENGAGE!

You now have all the information you need to create an Action Plan that will make a difference. When it comes time to decide how you or your school will engage, remember that you have three options to choose from in creating your plan:

- ▶ Enhance your existing efforts.
- ▶ Come alongside others working in the field.
- ▶ Fill a gap.

You may find ways to do all three.

This Toolkit is designed to help you with Step 2 of this process – POSSIBILITY. Review the action items in the following pages of this Toolkit to explore all the possibilities about how you or your school can engage. Learn more on p13.

Freedom Strategy

WHAT WILL IT TAKE TO ERADICATE HUMAN TRAFFICKING IN YOUR LOCAL COMMUNITY?

What all must be done? What are all the issues that must be addressed?

This Toolkit is built around the framework of the Freedom Strategy.



The Freedom Strategy developed by the AFRJ defines all areas of focus that must be addressed simultaneously within your community in order to eradicate human trafficking and to protect the vulnerable.

If communities are strong in one area, but lacking in another, gaps will be present that will allow trafficking to continue. For instance, if we are rescuing victims without having restoration resources available, then survivors may become victims again. If we are strong in identifying trafficking situations, but our systems are in need of reforms to better serve victims, or our laws do not properly deter perpetrators, we have work yet to do. If we are not focused on preventing human trafficking in the first place, vulnerable individuals will continue to be exploited.

Download the Freedom Strategy One-Sheet from engagetogether.com/endiit



Freedom Strategy

Understand that for your community to succeed in combating human trafficking, every category and subcategory of the Freedom Strategy must be active. Universities and educators are positioned to support every area of the strategy in unique ways.

K-12 educators can collaborate between grade levels, personnel, schools, and districts in addition to collaborating with the community agencies that serve their students. Universities are filled with experts representing various fields of study relevant to this issue, including psychology, medicine, law, business, government, media, and others.

»» UNIVERSITY

Universities **train** professionals across disciplines such as criminal justice, pre-law, psychology, medical, education and others. Because professionals in these sectors can have contact with a potential victim in their work, universities can ensure that there is not a gap in education and workforce preparation regarding these issues. Further, universities are ideal settings for multiple sectors from your community to share how they are working together.

»» EDUCATORS

Educators are often among the first individuals to notice indicators that a student may be in need of services. However, if educators and school staff do not have relationships and protocols established between child welfare, law enforcement, and community service providers, it may be difficult to activate **services** for students.

»» UNIVERSITY STUDENTS

Because the path that a human trafficking victim takes is often non-linear and involves multiple **systems**, there is often multi-system overlap in their needs. For example, behavioral health, medical, and sociology students can collaborate to research and support efforts from the individual's needs to the culture's response.

»» K-12 STUDENTS

Students are often entrenched in many different areas of their communities. Clubs, sports teams, faith communities, classes, and other activities make students natural cross-sector collaborators. By partnering with law enforcement, community organizations, and educators, students can make entire campuses and communities safer.

Possibilities

➤➤ NEXT STEPS

Once you or your group has learned about the issue of human trafficking and the strategy needed to end it (see p11), your next step is to explore the possibilities of what your university or you as an educator can do.

Spend time reviewing each section of the University and Educators Toolkit to discover what is working well in schools and universities. Become a member of Engage Together® Online Access to explore what resources are already available, programs that show promise, organization and sector-specific initiatives that are accomplishing excellent work, models that could be replicated or tailored, and more.

Taking the time to explore the possibilities opens your mind to a whole world of opportunity and ideas that:

- ▶ You may not be aware of, and
- ▶ You will want to consider as you plan to engage.

Take notes on ideas and concepts that stand out to you, and identify key points for further learning.

➤➤ POSSIBILITIES = ACTION ITEMS


Start exploring possibilities by looking at the action items in the University & Educators Toolkit. Action items are meant to spark an idea and allow your school to build upon it to make it unique to your community. Each of these action items either applies to your students, staff, or school.

➤➤ APPLYING ACTION ITEMS

While every action item in this Toolkit is important, no individual, group, or school will be able to take on every idea and action. Consider which activities you are uniquely positioned to do. For the remaining action items, consider how you may serve as a link in the chain – connecting resources and ideas to others within your education network and community. Where you or your school may not be able to serve, staff and students may be able to offer their skills, talents, and resources in their individual capacities if they are equipped with the right resources.

For example, you may come across a resource that equips lawyers to help survivors. Your school or university may not have a legal studies program; however, you can share the resource with legal professionals in your community and provide space for the training on your campus.

Remember, each action item is an idea for engagement that can be tailored to implement on your campus. To better understand the world of possibilities, consider the action items and the corresponding online resources together.



Review the action items in the Toolkit (p17-34) and become an Engage Together® Online Access member at engagetgether.com/onlineaccess to access the corresponding online references.

Context

»» WHAT IS CONTEXT?

Context is understanding what human trafficking looks like in your local area and what is already being done (or not being done) to address it.

Not every action item or effort will be practical or helpful in every community. While some ideas may sound appealing to replicate, you will want to ensure they are needed in your community before implementing them.

»» WHY UNDERSTAND YOUR LOCAL CONTEXT?

By exploring your local context, you will be able to develop a plan to engage effectively. Understanding your local context helps you evaluate where your community has strengths and where challenges or gaps exist that need to be addressed. It is important to discover who is already working in your community and what efforts are already underway. Time and resources are limited, and you will not want to duplicate efforts unnecessarily or create resources that do not match your community's needs.



Learn more at
[engagetogether.com/
communityassessment](https://engagetogether.com/communityassessment)

»» WHAT DO I NEED TO DO?

To gain a deeper understanding of efforts to combat human trafficking and protect the vulnerable in your community, it will be helpful to conduct a Community Assessment.

A Community Assessment allows you to see what efforts already exist (so that you can determine how to support those efforts) and whether there are gaps in service that need to be addressed (which your staff, students, or school may be uniquely positioned to fill).

To understand your local context, you will need to:

- ▶ Research what your community is already doing.
- ▶ Understand how your community is identifying human trafficking.
- ▶ Know who in your community is already responding and what programs, initiatives, and efforts are already in place.
- ▶ Learn where efforts are strong and where there are still gaps.

Taking the time to understand your local context allows you to see how the possibilities and action items you are considering can provide the greatest impact.

We have created many Community Assessment tools to guide you in this process. To learn more about these resources, visit [engagetogether.com/
communityassessment](https://engagetogether.com/communityassessment).

»» NEXT STEPS

Once you understand the STRATEGY to end human trafficking, have explored the POSSIBILITIES, and CONTEXTUALIZED your knowledge to your local community, you are ready to ENGAGE! You now have all the information you need to create a strategic Action Plan that will make a difference.

»» HOW DO I ENGAGE?

When it comes time to decide how you will engage, remember that you have three options to choose from when creating your plan:

ENHANCE your existing efforts – Sometimes, one of the best things you can do is to enhance what you or your school are already doing to include addressing human trafficking or serving the vulnerable.

For example: *Add human trafficking awareness as part of your curriculum in a health, history, or other class.*

COME ALONGSIDE others – Having reviewed the Freedom Strategy and the world of possibility (in this Toolkit p11-13 and the corresponding online references) and learning the local context, you've come to know that there are many wonderful organizations (including academic institutions) and individuals serving your community. And they likely could use your help! Reach out to them to explore ways you can come alongside their efforts to help those in need.

For example: *Service providers may need welcome bags with specific items for survivors that students could provide.*

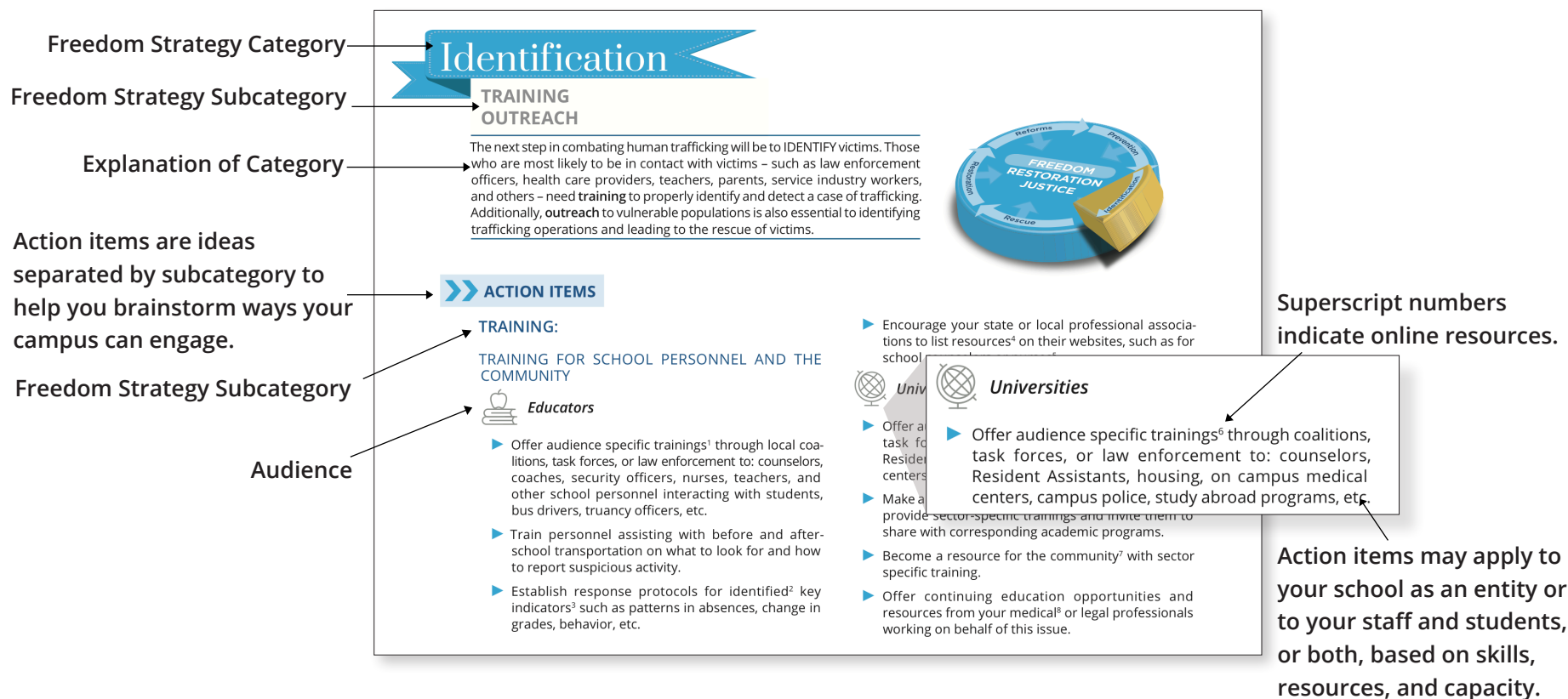
FILL A GAP - Through this process (particularly while learning the local context) you likely discovered gaps in your community that need to be filled such as people who are not being reached, areas that are not being served, issues that are not being addressed, resources that are not yet available, etc. Consider how you might fill that gap, or reach out to those in your community who you think might be able to work together to address it.

For example: *Agencies may benefit from needed research to track the effectiveness of their programming or from interns to assist in their efforts.*

Whether you enhance your existing efforts, come alongside others, fill a gap, or find ways to combine all three, know that your education community is making a strategic difference in the fight against human trafficking.

How To Use This Toolkit

In the following pages, you will find practical examples to guide your school, staff, or students as you begin to create your Action Plan. Action items are categorized by the AFRJ® Freedom Strategy and may apply to your school as an entity or to everyone, based on skills, resources, and capacity.



Consider the connections and relationships you will need to make in your community to accomplish the action items you choose. You may find some action items can be duplicated exactly, while others may need to be modified to meet the needs of your school and community. Look beyond the example. Use action items as a starting place to brainstorm about what you could do locally.



Much of the fight to eradicate human trafficking will be won by preventing it in the first place. In order to PREVENT human trafficking, communities must be made **aware** that this evil exists and must be educated about what puts children, youth, and adults at risk in their cities. While there is no one face of a human trafficking victim, certain populations are more vulnerable. Understanding and addressing factors that lead to **vulnerability** will aid in preventing exploitation. Further, without **demand**, human trafficking would not exist. Universities and Educators must consider how to address this root problem – in the lives of individuals, in our culture, and in our laws and policies.

>> ACTION ITEMS

AWARENESS:

PROVIDE INFORMATION TO PARENTS & STAFF



Educators

- ▶ Learn what human trafficking¹ is and share² information with your community.
- ▶ Host an informational event for parents. Invite a local coalition³, task force, law enforcement, or organization⁴ to share about the issue of human trafficking and what it looks like locally.
- ▶ Share educational⁵ resources⁶ with teachers⁷ and staff⁸.
- ▶ Provide resources to parents⁹.
- ▶ Ask your local school district and state Department of Education to dedicate a page¹⁰ of resources on their website, both for staff and for parents.
- ▶ Encourage your Parent Teacher Associations/ Organizations to adopt a state resolution¹¹ or to designate a page on their website¹² to raising awareness.
- ▶ Invite your school's parent/teacher group or local anti-human trafficking organization to host a booth with information¹³ and resources¹⁴ at parent/teacher night, student orientation, or back-to-school night.

Prevention

>> ACTION ITEMS



Universities

- ▶ Include human trafficking awareness¹⁵ in orientation for parents by asking a local coalition or task force, law enforcement, or community organization to give a presentation.
- ▶ Discover the cases¹⁶ and statistics¹⁷ of human trafficking (both sex and domestic labor trafficking¹⁸) specific to your community. If neither exist, consider taking on a project to gather and analyze this information.

ENGAGE WITH YOUR COMMUNITY



All Audiences

- ▶ Fundraise¹⁹ for a community organization already serving in the field at a school function or sporting event and award the proceeds at a presentation to raise awareness about the organization's efforts.



Educators

- ▶ Learn what businesses surround your school building and inform them about human trafficking warning signs and how to report it.

- ▶ Partner with your local neighborhood watch²⁰ to watch for suspicious activity before and after school.



Universities & Educators

- ▶ Hand out flyers/cards²¹ at events.
- ▶ Evaluate your schools before and after school transportation policies to ensure students are not leaving campus with unauthorized adults.
- ▶ Understand your local context of human trafficking and the vulnerabilities present by connecting with local coalitions, task forces, law enforcement, and organizations serving the community.



Universities

- ▶ Offer free advertising for local organizations working on the issues or related issues in event programs (e.g. theater, sports, university publications).
- ▶ Present²² about human trafficking and vulnerabilities, providing specific examples of populations and demographics who are vulnerable.
- ▶ Distinguish between the many²³ forms²⁴ of human trafficking and the populations²⁵ and industries²⁶ it impacts when educating your community.

» ACTION ITEMS

- ▶ Learn how to use all media outlets²⁷ to highlight local community organizations, events²⁸, and the issue.
- ▶ Utilize academic departments and disciplines to create events²⁹, conferences, workshops, etc. for the community and professionals.
- ▶ Offer continuing education³⁰ credits for professionals who attend your conferences³¹.
- ▶ Collaborate with other universities³² to address the issue.

INCORPORATE AWARENESS ON YOUR CAMPUS



All Audiences

- ▶ Designate a day or week³³ to campus wide awareness³⁴. Consider having this coincide with human trafficking awareness month in January.
- ▶ Incorporate this topic into extracurricular activities such as the topic of school plays/performances³⁵ and by providing information tables during breaks or intermissions.



Universities & Educators

- ▶ Encourage school nurses, social workers, and counselors to post awareness materials in their offices.

- ▶ Invite alumni or local community members working in the field to present about their work and their career.
- ▶ Host a conference, symposium³⁶, or panel³⁷.
- ▶ Be a neutral³⁸ location³⁹ for an event⁴⁰ or meeting⁴¹.



University Students & K-12 Students

- ▶ Form a club⁴² or a chapter⁴³ in your community⁴⁴ or on campus dedicated to human rights subjects.
- ▶ Bring awareness⁴⁵ to your campus.
- ▶ Hang flyers⁴⁶ in cafeterias, bus stops, residence halls, cafeterias, student life buildings, and stadiums.



Universities

- ▶ Offer a course⁴⁷, major⁴⁸, graduate degree⁴⁹, degree program or certificate⁵⁰ in anti-human trafficking.
- ▶ Post volunteer/internship⁵¹ opportunities of local and national organizations.
- ▶ Encourage your business school to engage the local chamber of commerce on ways the chamber can participate in anti-human trafficking efforts.
- ▶ Create⁵² or highlight an existing⁵³ podcast.

Prevention

>> ACTION ITEMS

- ▶ Host discussion forums⁵⁴ with representatives from various departments (business, psychology, social work, law, etc.) to share how the issue has multi-discipline implications.
- ▶ Start an initiative that focuses on the issue with cross-discipline⁵⁵ and cross-sector participation from students, academic departments, and the community.
- ▶ Invite professionals⁵⁶ working in the field to share about the issue and their work.

ENGAGE STUDENTS



Educators

- ▶ Offer programs⁵⁷ to elementary students that address abuse and safety.
- ▶ Incorporate the topic of human trafficking into your classroom⁵⁸ curriculum⁵⁹.
- ▶ Include resources that address abuse and internet⁶⁰ safety⁶¹ in your presentations or materials.
- ▶ Serve as an advisor to a social justice club by helping to start a new club or making human trafficking awareness part of a current club's efforts.
- ▶ Include discussions of modern slavery in your curriculum about historic slavery.



Universities

- ▶ Ask a local organization to share at student orientation an overview of human trafficking and indicators to look for.
- ▶ Offer freshman or first year seminars around social justice issues for like-minded students to meet.
- ▶ Serve as an advisor⁶² to a social justice student organization, publication, or event.
- ▶ Create a center⁶³, department, or school dedicated to providing research⁶⁴, courses⁶⁵, and internships.
- ▶ Host exhibits⁶⁶ that bring awareness about the issue to your campus.
- ▶ Offer pre-college programs⁶⁷ about human trafficking.



University Students

- ▶ Learn⁶⁸ the red flags that could alert you to a potential trafficking situation, and program the National Human Hotline (NHTH)⁶⁹ into your phone. The NHTH is a national 24-hour, toll-free, multilingual anti-trafficking hotline (888.373.7888) for victims to call for help and for resources. To report a tip online, visit humantraffickinghotline.org/report-trafficking or visit polarisproject.org for additional resources.

» ACTION ITEMS

For urgent situations, notify local law enforcement immediately by calling 911.

- ▶ Host a film or documentary screening⁷⁰.
- ▶ Encourage school newspapers⁷¹, magazines⁷², journals⁷³, etc. to address topics related to human trafficking and the issues that lead to its existence.
- ▶ Conduct community assessments⁷⁴ and research of what is offered in your community to be shared with local task forces, coalitions, and organizations working on behalf of this issue.
- ▶ Explore resources⁷⁵ specific to college students.



University Students & K-12 Students

- ▶ Explore available tools⁷⁶, resources⁷⁷, and youth events⁷⁸.

VULNERABILITY:

EDUCATE SCHOOL PERSONNEL



Universities & Educators

- ▶ Offer counseling to students showing signs of stress, anxiety, or behavioral changes.
- ▶ Notice and address trends in student absences.

- ▶ Explore the factors that make youth⁷⁹ and others in your state vulnerable.



Educators

- ▶ Understand⁸⁰ vulnerability in your school's population, such as socioeconomic background, education, age, etc. Understand that there are certain factors⁸¹ that lead to vulnerability, and connect with those programs⁸² that exist to address these factors.
- ▶ Explore social service programs that address vulnerabilities.
- ▶ Be aware of the signs of sexual abuse⁸³ and how to report it.
- ▶ Explore alternative disciplines to truancy.
- ▶ Become aware of local⁸⁴ resources⁸⁵ available to help students in crisis, including meal⁸⁶ programs⁸⁷.



Universities

- ▶ Understand vulnerability in your school's population such as foster youth and exchange students. Student services can offer self-care courses and seminars.
- ▶ Offer free transportation⁸⁸ after dark to students, helping to provide protection from assaults and vulnerable situations.

Prevention

>> ACTION ITEMS

- ▶ Host a presentation on vulnerability factors⁸⁹ that lead to human trafficking.

PARTNER AND CONNECT WITH LOCAL RESOURCES



Educators

- ▶ Learn what child welfare and foster youth⁹⁰ resources exist in your community as well as what school resources are available.
- ▶ Partner with local organizations to serve vulnerable populations and to support families in crisis (i.e. meals, gift baskets, and food drives).
- ▶ Offer programs that bridge⁹¹ the connections to community services for vulnerable youth.



Universities

- ▶ Ensure your student services center is offering options for vulnerable students, such as housing during school breaks, scholarships, budget assistance, job assistance, etc.



University Students

- ▶ Partner with local schools to provide mentoring⁹² and tutoring to at-risk youth in the community.

ENGAGE STUDENTS



Educators

- ▶ Promote school-wide involvement in mentorship, tutoring, and community volunteer projects.
- ▶ Encourage students to participate in activities and programs⁹³ that raise awareness.
- ▶ Incorporate awareness about job schemes⁹⁴ and how to avoid being lured into false jobs.

DEMAND:

ENGAGE STUDENTS



All Audiences

- ▶ Educate on global demand⁹⁵ with special focus on labor trafficking and responsible consumerism⁹⁶.
- ▶ Teach responsible consumerism by encouraging students to research their slavery footprint⁹⁷.
- ▶ Invite representatives from companies practicing responsible consumerism to present to your students, group, or class.
- ▶ Invite local law enforcement to present on the issue locally and address demand.

» ACTION ITEMS

- ▶ Highlight responsible consumerism⁹⁸ and products⁹⁹ that are guaranteed to be slave free¹⁰⁰ or made by survivors¹⁰¹.



Educators

- ▶ Offer after-school programs to young men¹⁰².



Universities

- ▶ Invite local or federal law enforcement speakers to address demand.
- ▶ Host panel¹⁰³ discussions, speakers, and experts discussing supply chains, global economic drivers, etc.
- ▶ Educate communications schools or programs about ways to address the issue¹⁰⁴.
- ▶ Create a directory or listing of local businesses that offer slave free or fair trade.
- ▶ Become a fair trade¹⁰⁵ advocate.
- ▶ Educate about the link between human trafficking and pornography¹⁰⁶, sexually-oriented businesses¹⁰⁷, and gang activity¹⁰⁸.

EDUCATE SCHOOL PERSONNEL



Educators

- ▶ Understand the need for protected internet access by ensuring safe internet connections¹⁰⁹ for students.
- ▶ Advocate for responsible purchasing¹¹⁰ in your school district, encouraging administrators to buy local¹¹¹, such as for school lunch options.

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Identification

TRAINING OUTREACH

The next step in combating human trafficking will be to IDENTIFY victims. Those who are most likely to be in contact with victims – such as law enforcement officers, health care providers, teachers, parents, service industry workers, and others – need **training** to properly identify and detect a case of trafficking. Additionally, **outreach** to vulnerable populations is also essential to identifying trafficking operations and leading to the rescue of victims.



»» ACTION ITEMS

TRAINING:

TRAINING FOR SCHOOL PERSONNEL AND THE COMMUNITY



Educators

- ▶ Offer audience specific trainings¹ through local coalitions, task forces, or law enforcement to: counselors, coaches, security officers, nurses, teachers, and other school personnel interacting with students, bus drivers, truancy officers, etc.
- ▶ Train personnel assisting with before and after-school transportation on what to look for and how to report suspicious activity.
- ▶ Establish response protocols for identified² key indicators³ such as patterns in absences, change in grades, behavior, etc.

- ▶ Encourage your state or local professional associations to list resources⁴ on their websites, such as for school counselors or nurses⁵.



Universities

- ▶ Offer audience specific trainings⁶ through coalitions, task forces, or law enforcement to: counselors, Resident Assistants, housing, on campus medical centers, campus police, study abroad programs, etc.
- ▶ Make a list of experts in your community who already provide sector-specific trainings and invite them to share with corresponding academic programs.
- ▶ Become a resource for the community⁷ with sector specific training.
- ▶ Offer continuing education opportunities and resources from your medical⁸ or legal professionals working on behalf of this issue.

>> ACTION ITEMS

TRAINING STUDENTS



Educators

- ▶ Teach internet⁹ and social media safety to students.



Universities

- ▶ Incorporate training into required courses to students in medical, legal, social work, hospitality, counseling, behavioral health, and more.
- ▶ Educate study abroad programs and their students traveling abroad about the issue of human trafficking in their destination and transit countries.



Universities & Educators

- ▶ Share your school protocol, and provide information for the National Human Trafficking Hotline¹⁰ to your students.
- ▶ Train students on warning signs and how to report if they suspect human trafficking or exploitation.



University Students

- ▶ Share with fellow students, clubs, sororities, and fraternities how to reporting suspicious activity and

human trafficking to local law enforcement and available service providers on your campus.

OUTREACH:

OUTREACH TO STUDENTS



Educators

- ▶ Partner with after-school programs¹¹ to reach vulnerable students in your schools.



Universities

- ▶ Partner with local crisis agencies (sexual assault centers, domestic violence shelters, etc.) to offer support¹² groups for survivors.

ENGAGE WITH THE COMMUNITY



Educators

- ▶ Incorporate community service¹³ learning curriculums.

Identification



K-12 Students

- ▶ Volunteer as a club¹⁴ or organization to provide tutoring or community service to organizations serving vulnerable populations.
- ▶ Represent your student club or organization at community events, and share information about identifying and reporting human trafficking.



University Students

- ▶ Encourage Resident Assistants and on campus housing to facilitate, create, or participate in programming focusing on the issue.
- ▶ Volunteer with local organizations that work with vulnerable and at-risk populations.

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INTERVENTION TEMPORARY SHELTER SERVICES VICTIM ADVOCATES



Once properly identified, those caught in trafficking situations must be **RESCUED**. It is the responsibility of law enforcement officials to **intervene** physically and remove victims from dangerous circumstances. However, Universities and Educators are uniquely positioned to assist law enforcement in this process. Rescued victims have many immediate and critical needs, including: **temporary shelter** for immediate and safe housing; **services** such as medical, dental, legal, and counseling; and **victim advocates** who will come alongside and link them to needed resources in the community. Increasing the availability of these resources from within your community ensures that these victims receive the instant care they need.

>> ACTION ITEMS

INTERVENTION:

(DO NOT ATTEMPT TO RESCUE A VICTIM; CALL PROFESSIONAL HELP.)

INCORPORATE NATIONAL RESOURCES



All Audiences

- ▶ Activate Amber Alert¹ notifications on your smart phones, and create a network to be available to support the search for missing children in the community.
- ▶ Save the National Human Hotline (NHTH) (888.373.7888) into your phone. The NHTH is a national 24-hour, toll-free, multilingual anti-trafficking

hotline for victims to call for help and for resources. To report a tip online, visit humantraffickinghotline.org/report-trafficking or visit polarisproject.org for additional resources. For urgent situations, notify local law enforcement immediately by calling 911.



Universities & Educators

- ▶ Build relationships with local law enforcement to understand what they are encountering and what to look for.
- ▶ Invite law enforcement to share about how they respond when reports or tips are called in. Ask if there is anything your staff can do to help.

Rescue

»» ACTION ITEMS

- ▶ Establish protocols² for responding to potential and identified victims of abuse and trafficking.
- ▶ Build relationships with local agencies and service providers to make resources available.
- ▶ Develop close working relationships with case managers of foster youth in your schools³.

TEMPORARY SHELTER:

MOBILIZE AROUND COMMUNITY NEEDS



Educators

- ▶ Partner with local domestic violence shelters to provide support to youth⁴ and families⁵ in need.



Universities

- ▶ Highlight local temporary shelters to students who may be in need, as well as for opportunities for students to serve.



Universities & Educators

- ▶ Discover what types of temporary shelters exist in your community. Shelters for rescued victims may include: shelters specifically designed for trafficking

survivors⁶, detention centers, emergency shelters for minors⁷, therapeutic foster care homes⁸, domestic violence shelters⁹, and others.



University Students

- ▶ Donate to local shelters goods such as suitcases, gift cards, or diapers. Coordinate clothing drives, host events that benefit shelters, and raise awareness of a shelter's role in your community.

SERVICES:

COMMUNITY ENGAGEMENT



All Audiences

- ▶ Allow students to offer services to local organizations via class projects (video production, graphic design, computer and administrative tasks, construction, auto repair, etc.).
- ▶ Post offers for student internship and practicum opportunities through specific departments.



Universities

- ▶ Encourage faculty and community experts in various fields to serve on a local¹⁰ coalition or task force.

>> ACTION ITEMS

- ▶ Partner with organizations in the community to create resources¹¹ for youth.

VICTIM ADVOCATES:

ADVOCATE FOR STUDENTS



Educators

- ▶ Volunteer as a Court Appointed Special Advocate (CASA)¹².
- ▶ Build relationships with area service providers to understand the issues they are addressing, and what is available.



Universities & Educators

- ▶ Advocate for a student's needs with on-campus and off-campus resources including crisis intervention, government resources, and legal services.

ADVOCATE FOR THOSE IN YOUR COMMUNITY



University Students

- ▶ Serve as a victim advocate in your community with a local victim/witness program (domestic violence and sexual assault centers, prosecutor's office, etc.)

- ▶ Offer trained¹³ translators and interpreters to local service providers.

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Restoration

AFTERCARE REINTEGRATION

Once rescued, a survivor needs access to appropriate restorative **aftercare**, tailored to meet the needs of each individual. The range of care may include medical, psychological, familial, spiritual, educational, and vocational services. Needs differ greatly from adults to minors, and from foreign national to domestic survivors. The end goal, however, is the same – a successful **reintegration** and a solid foundation upon which to build a healthy, safe, and fulfilling future. Universities and Educators are uniquely positioned to participate in the RESTORATION process. From providing supports to students and families to creating projects and research to support the movement, there is much for Universities and Educators to do.



>> ACTION ITEMS

AFTERCARE:

SUPPORT STUDENT AND COMMUNITY NEEDS



University & Educators

- ▶ Support a family, shelter, or organization¹, by providing food, meals, gift baskets², gift cards, etc.
- ▶ Share resources with victims³ and families⁴.



University Students

- ▶ Offer services such as meals, yard work, and more as a student club to a local organization.
- ▶ Explore resources⁵ about working in aftercare.

- ▶ Donate or send gifts to local restoration homes or programs. Seek guidance and direction from directors of programs. Examples of donations include:
 - ▷ Necessities:
 - » Welcome baskets or care package.
 - » Gift cards for directors of restoration programs to use towards purchases of individual needs.
 - ▷ Specialized Gifts:
 - » Personalized quilts and journals.
 - » Letters/cards of encouragement.
 - » Celebration Box – create a birthday box for a survivor to open on his or her birthday (box cake, card, balloons) or a graduation box with gifts for their graduation from the program.

>> ACTION ITEMS

- » Sponsor outdoor activities and field trips for restoration program participants (e.g. picnics, amusement parks, or canoe trips).
- » Donate books for an aftercare program library.

REINTEGRATION:

OFFER SUPPORT TO YOUR COMMUNITY



Educators

- ▶ Partner with aftercare programs and homes to offer guidance counselor assistance to survivors looking to complete their high school diploma or equivalent as well as for college and vocational options.
- ▶ Connect with those serving youth in aftercare settings to ensure their educational instruction meets state standards for curriculum and testing.
- ▶ Discover if there are supports or access to resources for non-English speaking individuals.



Universities

- ▶ Assist with life skills and career readiness topics.
 - ▷ Healthy relationships
 - ▷ Finances and tax preparation

- ▷ Dress for success
- ▷ Applying for scholarships
- ▷ Car maintenance
- ▷ Résumé classes
- ▷ Microsoft Certification/Technology
- ▷ Academic tutors in all subjects

- ▶ Utilize clinics on campus to assist survivors with ongoing physical and behavioral health needs.
- ▶ Provide scholarship⁶ funds or connect with foundations⁷ and organizations⁸ to provide educational⁹ opportunities¹⁰ to survivors.

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Reforms

LEGAL POLICY SYSTEMS

In addition to the rescue and restoration of victims, we must also take affirmative steps to REFORM our **laws** and **policies**, and even entire **systems** that are in place to care for the vulnerable. This strategy requires becoming informed and then considering how to support the efforts of legislators to enact laws and policies that protect victims and deter those who would harm others. It is also critically important to assess whether our policies – at the legislative level and in our own communities - are appropriately addressing this issue. Further, monitoring the impact of reforms, is essential to understand whether efforts are successful or need to be further refined and enhanced with creative solutions.



>> ACTION ITEMS

LEGAL:

INFORM AND ACTIVATE STUDENTS



Universities

- ▶ Integrate information about the legal implications for professionals in each of your departments including medical, psychology, education, and others.
- ▶ Bring experts from areas of discipline working in the field to share with students and educate about the challenges, successes, and needs¹ in their work.
- ▶ Provide existing legal resources² to students.

- ▶ Share ways students can engage³ as attorneys and judges⁴ in their future careers.

UTILIZE INNOVATIVE SOLUTIONS



Educators

- ▶ Create truancy diversion programs to keep students in school.
- ▶ Participate in local Youth Courts⁵.
- ▶ Discover how your mock trial⁶ and debate teams can incorporate human rights subjects.

>> ACTION ITEMS



Universities

- ▶ Explore how your Criminal Justice and Pre-Law programs can serve in diversion⁷ courts⁸.
- ▶ Offer pro bono services through law school clinics⁹.

UNDERSTAND THE LAW



Universities & Educators

- ▶ Become familiar with human trafficking laws at your local community, state¹⁰, and national levels¹¹. Understand what protections and resources are in place for all victims, including minors¹² and those in search of immigration relief¹³.
- ▶ Understand your state's mandated reporting¹⁴.

POLICY:

MOBILIZE STUDENTS



Universities

- ▶ Encourage students to intern with local officials to be part of effective change.
- ▶ Engage¹⁵ with local and state representatives.

- ▶ Cover these issues in journals¹⁶ offered by the institution and conduct research¹⁷ to share¹⁸ with those who create policy.
- ▶ Review current legislation and policy¹⁹ information²⁰.
- ▶ Learn what mayors and state attorney generals²¹ are doing across the country.



Universities & Educators

- ▶ Invite²² an expert or panel to come speak about local laws²³ and issues²⁴ to your students.
- ▶ Incorporate discussions about state and national²⁵ laws regarding human trafficking and their local impact.
- ▶ Encourage your students to engage with and write to local officials, state representatives²⁶, and state senators²⁷ about the issue.
- ▶ Facilitate, attend, and highlight lobby days²⁸ surrounding the issue and emphasize the importance of the legislative branch in leading to effective change.
- ▶ Discover whether an anti-trafficking advisory group²⁹ exists for your local or national government leaders and ask to participate.

Reforms

>> ACTION ITEMS

SYSTEMS:

KNOW SYSTEM PROTOCOLS



Educators

- ▶ Understand how state and federal systems and agencies operate and how they intersect with your role as an educator.



Universities

- ▶ Deploy students to intern with various systems to understand how they operate, and if needed, to advocate for change to better serve those in need (i.e. changes to policies, protocols, programs, etc.).



Universities & Educators

- ▶ Predetermine how your staff and community resources will work together and in what order.
- ▶ Make certain that your school and all relevant staff know the legal, district, and community protocols in place when a potential victim of human trafficking or abuse is identified.
- ▶ Create and share information cards with these resources and protocols for ease of access and use.

- ▶ Continually assess the effectiveness of your school's response including pending and new laws.

SERVE YOUR COMMUNITY



Universities

- ▶ Be a neutral location for multi-disciplinary gatherings to speak into change and system reforms³⁰.
- ▶ Partner with agencies to conduct research³¹ that inform systematic change³².
- ▶ Participate in systematic reforms at the local and state³³ level.
- ▶ Utilize skills and talents of professors to help systems and service providers understand the issue better.

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Toolkit FAQs

»» WHAT IS HUMAN TRAFFICKING?

Human trafficking is a form of modern day slavery.

"As defined under U.S. federal law, victims of human trafficking include children involved in the sex trade, adults age 18 or over who are coerced or deceived into commercial sex acts, and anyone forced into different forms of 'labor or services,' such as domestic workers held in a home, or farm-workers forced to labor against their will." (Polaris Project)

Just as there is no one face of a human trafficking victim, there is no one cause. There are many complex issues that lead to human trafficking. "Sex trafficking and labor trafficking do not only exist because there are vulnerable populations in our world. Trafficking is driven by demand." (Polaris Project)

»» WHY SHOULD UNIVERSITIES/ EDUCATORS ENGAGE?

Universities and educators are needed to combat this issue because it permeates campuses across the country. Universities, both staff and as an entity, K-12 educators and students, are in unique positions to identify, respond, and advocate for victims of human trafficking and exploitation. Universities and schools are also hubs in communities, interconnected to many sectors of society. They can engage with their staff, students, and community about the issue in many ways. See p5.

»» ONLINE ACCESS

Engage Together® Online Access is an online subscription membership where you can access Engage Together® resources, including: the Community Assessment Course, guides and forms, the Engage Together® Toolkits, online references, and more.

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»» WHO SHOULD USE THIS TOOLKIT?

The Engage Together® Universities & Educators Toolkit is designed for universities (both staff and students) and educators and students of K-12. While there are ways for an individual within the educational system to utilize this Toolkit, there will also be overlap as an individual representing the educational system as an entity. See p6.

»» SHARING THIS TOOLKIT

Even if you are not affiliated with the education system, you likely know someone who is! We encourage you to share this Toolkit with educators and university professionals you know, so they can be connected with these innovative ways already being implemented in schools across the country. You can be the link that connects this issue to your local education system.

The AFRJ exists to **EQUIP** those engaged in combating human trafficking and protecting the vulnerable...

...to **DEVELOP** the relationships, resources, solutions, and strategies needed to fill existing gaps...

...and to **MOBILIZE** a global collaborative network to engage together on behalf of those in need.

ENGAGE TOGETHER® ONLINE ACCESS

- ▶ Engage Together® Online Access contains a host of digital resources for you, including all the action item references in this Toolkit, Community Assessment materials, and more. Become a member of Engage Together® Online Access. Subscribe today at engagetogether.com/onlineaccess

ADDITIONAL INFORMATION & RESOURCES

- ▶ Visit engagetogether.com for additional resources and information on human trafficking
- ▶ Explore other Toolkits in the Series at engagetogether.com/toolkits. Looking to purchase hard copies of the Toolkits? Contact us at connect@engagetogether.com
- ▶ Sign up to receive ongoing communications for new ideas and resources at: engagetogether.com/subscribe
- ▶ Have questions? Contact us at connect@engagetogether.com

**“We have every one of us a work to accomplish...
If we persevere indeed, success is certain;
but our efforts must know no remission.”**

- William Wilberforce



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